

PET FORM
Planning and Evaluation Tracking
(2011-2012 Assessment Period)

Division of: Health Sciences
Person Responsible for this Division: Bill Crawford, Dean of Health Sciences
Department of: Nursing (Associate Degree)
Person Responsible for this Form: Sheryl Mueller, Nursing Department Chair

Purpose Statement (With Last Updated Date): The purpose of the Associate Degree Nursing (ADN) Program is to prepare students for professional nurse licensure and entry-level practice in response to community needs (revised: Spring 2011)

Goal Statement #1: Adjust instruction and services based on assessment data (AC Strategic Plan through 2015: Strategy 1.1).

Outcome/Objective Statement

(Be sure to include audience, behavior, conditions, degree/benchmark, and evaluation method):

*Upon program completion, ADN Program graduates will meet or exceed the national first-time pass rate for the NCLEX-RN Examination (national licensing exam).

*Employees will use institutional data/evidence to determine sustainability and viability based on trend lines for instruction, academic support services, and student services (AC Strategic Plan through 2015: Task 1.1.1).

- Results (Provide Numbers and Percentages for Quantitative Data)
 - **2009-2010 Data:** 122 graduates passed the NCLEX-RN Exam on their first attempt out of the total number of 131 graduates who took the exam from September 30, 2009 to October 1, 2010. The first-time pass rate for 2010 was 93.13% (Texas BON statistics).
 - **2010-2011 Data:** 154 graduates passed the NCLEX-RN Exam on their first attempt out of the total number of 169 graduates who took the exam from September 30, 2010 to October 1, 2011. The first-time pass rate for 2011 is tentatively 91.12% (Texas BON has not posted the official 2011 results).
- Analysis
 - Provide Previous Data/Result Analysis
(Include if benchmark was met and how results relate to outcome statement):
 - The 2010 first-time pass rate for ADN Program graduates was 93.13%. The national first-time pass rate in 2010 for program graduates was 87.56%. The outcome in 2010 was met. The national first-time pass rate mean for the NCLEX-RN Exam has not been released by the National Council of State Boards of Nursing (NCSB) for 2011. With a program first-time pass rate above 90% in 2011, it is also likely that the outcome will be met for 2011. A first-time NCLEX-RN Exam pass rate at or above the national mean is one critical indicator of overall program quality.
- Improvements
 - List any Improvements Made in the **2010-2011** (Last Academic) Year Based on the **2009-2010** PET Results:
 - The program outcome for NCLEX-RN first time pass rates was met in 2009-2010. Some strategies utilized to maintain/promote student success on the national licensing exam include, but are not limited to:

- Use of the Evolve specialty and customized exams through the program.
- Administration of HESI Exit Exams and associated required remediation in Level IV of the program.
- Use of NCLEX-RN Teams to assist Level IV students to prepare to take the NCLEX-RN Exam after graduation.
- Review of the biannual and annual NCLEX-RN Program reports in Curriculum and Faculty Organization meetings to identify program curriculum strengths and areas for improvement.
- Review of program exams in Testing Committee to promote faculty construction of challenging, statistically-sound test items.
- Incorporation of content and/or concepts in the curriculum, which are included in the 2010 NCLEX-RN Detailed Test Plan.
- Employment of a Retention Specialist to identify and intervene with at-risk students through the promotion of effective study habits, good time management skills, and specific test-taking skills.
- Use of Supplemental Instruction (SI) to promote student success in courses with historically high attrition rates.
- Evaluate Why Improvements Were Successful/Were Not Successful:
 - The program has endeavored to embrace a comprehensive approach to graduate success on the national licensure exam. These strategies include alignment of the program curriculum with the content of the national licensure exam and implementation of testing practices that are consistent with the NCLEX-RN exam. Other strategies utilized provide the learning, testing and remediation support that students need to build knowledge and develop critical thinking skills. Targeted interventions directed at identified at-risk students individually and corporately, such as use of supplemental instruction and a Retention Specialist, are also believed to contribute to strong program NCLEX-RN program first-time pass rates. Strategies that build faculty connections with students, such as use of the NCLEX-RN Teams, are also believed to be important to graduate success.
- Provide the Budget Information Needed to Make Past Improvements (Cost/Details): The cost to implement the above strategies is included within the established ADN Program budget
- Recommendations/Actions for 2011-2012
 - Person Responsible (Who will complete the action?): The ADN Program Faculty Organization and Nursing Department Chair
 - Action Plan: Continue the above strategies and develop new ones as indicated.
 - Expected Time Frame Needed to Implement Action Plan (Please provide specific deadline date): Implementation of the strategies noted above will continue during the next academic year (2011-2012).
 - Budget Information Needed for Future Action (Cost/Details): Not applicable

Goal Statement #2: Facilitate student progression in the ADN Program.

Outcome/Objective Statement

(Be sure to include audience, behavior, conditions, degree/benchmark, and evaluation method):

*85% of each student cohort, who is admitted to the Introduction to Nursing course (Generic ADN Option), will graduate within six semesters as determined by completion and persistence rates (CPR) calculated from ADN Program files and AC data base records.

*85% of each student cohort, who is admitted to the Transition to Nursing Practice course (LVN to RN Advanced Placement Option), will graduate within three semesters as determined by CPR calculated from ADN Program files and AC data base records.

- Results (Provide Numbers and Percentages for Quantitative Data): Admitted to Generic ADN Option:
 - **2009-2010 Data:** Numbers = 149 students were admitted to the Generic ADN Option in 2006-2007. A total of 88 students graduated from the program within six semesters. This translates into a graduation rate (on-time completion by THECB definition) of 59%. A total of 10.7% of students from this cohort took longer than six semesters. The total CPR was 69.7%.
 - **2010-2011 Data:** Numbers = 156 students were admitted to the Generic ADN Option in 2007-2008. A total of 96 students graduated from the program within six semesters. This translates into a graduation rate (on-time completion by THECB definition) of 61.5%. A total of 7.7% of students from this cohort took longer than six semesters. The total CPR was 69.2%.
- Results (Provide Numbers and Percentages for Quantitative Data): Admitted to LVN to RN Advanced Placement Option:
 - **2009-2010 Data:** Numbers = 44 students were admitted to the Advanced Placement Option in 2007-2008. A total of 21 students graduated from the program within three semesters. This translates into a graduation rate (on-time completion by THECB definition) of 47.7%. A total of 15.9% of students from this cohort took longer than three semesters. The total CPR was 63.6%
 - **2010-2011 Data:** Numbers = 51 students were admitted to the Advanced Placement Option in 2008-2009. A total of 23 students graduated from the program within three semesters. This translates into a graduation rate (on-time completion by THECB definition) of 45%. A total of 21.5% of students from this cohort took longer than six semesters. The total CPR was 66.5%.
- Analysis
 - Provide Previous Data/Result Analysis
(Include if benchmark was met and how results relate to outcome statement):
 - The graduation rates for the ADN Program were not met. The graduation rates for students admitted to the Generic ADN Option have been basically the same in the two most recent cohorts. However, there was a very slight improvement in graduation rates for students admitted to the Advanced Placement Option.
 - Program attrition is a tremendous concern for the program as it is for many nursing programs across the state. The significance and multiple causes of attrition in initial registered nurse licensure programs have been the topics of much discussion among the nursing community locally and at the state level. Recent research studies have identified multiple factors that lead to nursing program attrition. One major finding has been that many students admitted to the state's nursing programs lack the academic preparation to succeed in an intense program of study requiring strong reading skills and critical thinking abilities. Other variables which have been linked to nursing program attrition include poor time management skills and over-commitment to outside employment among students while in nursing school. Heavy domestic responsibilities, in combination with the other variables, also play a significant role in student attrition in nursing programs, especially in associate degree nursing programs.
- Improvements
 - List any Improvements Made in the **2010-2011** (Last Academic) Year Based on the **2009-2010** PET Results:
 - Since student attrition has been problematic for many years, the ADN Program has proactively implemented strategies to address attrition and promote student success on an ongoing basis. Some of the strategies used to address the high student attrition in the program are the same as those used to promote graduate success on writing the NCLEX-RN Exam. Some of these strategies include, but are not limited to:
 - Implementation of a "Nursing Success Boot Camp" for newly-admitted generic students
 - Use of "Care Groups" in the first semester skills course to promote student-faculty connections
 - Use of supplemental instruction in two lower-level program courses with high student attrition
 - Employment of a Retention Specialist with THECB advance funds (August 2010)

- Incorporation of a program-wide testing and remediation program (Evolve Reach)
- Introduction of a new clinical instruction and evaluation model
- Use of clinical simulation to promote theoretical application of content in a safe, simulated setting
- Addition of flexibility in clinical scheduling
- Use of participatory, active learning strategies in didactic courses
- Incorporation of online teaching resources and instructional technology in all didactic courses
- Use of one-to-one or small group tutoring by faculty members
- Provision of corporate, small group, or individual test reviews for each didactic course
- Referral to student support services, e.g. financial aid, advising, library, etc.
- Evaluate Why Improvements Were Successful/Were Not Successful:
 - Despite the implementation of multiple student success strategies, program attrition has not significantly improved. It is likely that there are student success variables specific to this nursing program that are not totally understood or not yet known. The challenge is to identify these specific variables so that specific interventions can be determined and applied prior to or shortly after program admission. The Retention Specialist is currently working to build a student database for SPSS analysis. Hopefully, this analysis will yield valuable information about student attrition which will help determine the most effective student success strategies for this nursing program.
- Provide the Budget Information Needed to Make Past Improvements (Cost/Details): The cost to implement the above strategies is included within the established ADN Program budget.
- **Recommendations/Actions for 2011-2012**
 - Person Responsible (Who will complete the action?): Faculty Organization and Nursing Department Chair
 - Action Plan:
 - Continue the above strategies to address program attrition and develop new ones as indicated.
 - The addition of an accelerated generic track (Fast Forward Option) and replacement of the previous Transition (LVN to RN) advanced placement option with a new transition option (Fast Forward Transition Option) necessitated a change in the time-frames for program completion for comparability purposes in spring 2011. The new program completion benchmarks for the three program options are in months rather than semesters. The revised outcomes are: (1) 85% of students admitted to the Traditional Generic ADN Program (Students admitted to Introduction to Nursing) will graduate within 36 months, (2) 85% of students admitted to the Fast Forward ADN Option will graduate within 18 months, and (3) 85% of students admitted to the Fast Forward Transition Option will graduate within 12 months.
 - Expected Time Frame Needed to Implement Action Plan (Please provide specific deadline date): Implementation of the student success strategies in place will continue. Evaluation of student program completion in the new Fast Forward ADN Option and Fast Forward Transition Option will be in December 2011 and May 2012 respectively.
 - Budget Information Needed for Future Action (Cost/Details): Not applicable

Goal Statement #3: Prepare graduates to secure job placement as registered nurses in the workforce.

Outcome/Objective Statement

(Be sure to include audience, behavior, conditions, degree/benchmark, and evaluation method):

*85% of each graduating cohort who passes NCLEX-RN and seeks employment will be employed as registered nurses within one year of graduation as determined by ADN Program Alumni Surveys and THECB employment records.

- Results (Provide Numbers and Percentages for Quantitative Data)

The results of this outcome were determined based upon the number of completed surveys that were submitted by one-year alumni of the ADN Program.

- **2009-2010 Data: Numbers=** A total of 35 surveys were submitted by the one-year alumni who graduated from the ADN Program in 2008. A total of 32 respondents indicated that they were employed in nursing full-time or part-time. This translates into 91.4% employment rate.
- **2010-2011 Data: Numbers =** A total of 33 surveys were submitted by the one-year alumni who graduated from the ADN Program in 2009. A total of 31 respondents indicated that they were employed in nursing full-time or part-time. This translates into 93.3% employment rate.

- Analysis

- Provide Previous Data/Result Analysis

(Include if benchmark was met and how results relate to outcome statement):

- The outcome was met for graduate job placement. Alumni seeking either a full-time or part-time position are securing those positions generally without difficulty. Alumni sometimes mention that they did not get their “desired” position. A few alumni who were not employed in nursing at the time the survey was completed indicated that they were offered a position in nursing; however, they declined employment because it was not the position that would allow them to follow their passions.

- Improvements

- List any Improvements Made in the **2010-2011** (Last Academic) Year Based on the **2009-2010** PET Results:
 - No improvements were indicated. The Nursing Department Chair communicates regularly with the Advisory Committee. In the most recent year or two, there has been a slight decrease in the availability of positions that graduates and alumni want within a specialty area and/or shift. Advisory Committee members indicate that new graduates may have to practice nursing on various shifts and/or other specialty areas before the “desired” position emerges as they gain experience.
- Evaluate Why Improvements Were Successful/Were Not Successful:
 - Graduate job placement rates are closely monitored and community feedback is regularly solicited to ascertain the need to increase or decrease program admission/enrollment.
- Provide the Budget Information Needed to Make Past Improvements (Cost/Details): Not applicable

- Recommendations/Actions for 2011-2012

- Person Responsible (Who will complete the action?): Nursing Department Chair and Advisory Committee
- Action Plan: Continue to trend the market demand for registered nurses. Differentiate between “positions available” and “desired positions”.
- Expected Time Frame Needed to Implement Action Plan (Please provide specific deadline date): Continue to collaborate with the Advisory Committee and evaluate Graduate Exit and Alumni Surveys for job placement trends annually (spring 2012).
- Budget Information Needed for Future Action (Cost/Details): None